PACE

Your way as leader and team member

The best Leadership
to manage any situation

A **cutting-edge Assessment Tool** to examine
the ability of people of building **effective relationships
within** a group and **turn their potential into success**.

The right person in the right place

- Discover **the predominant values** and the situations in which they **can be turned into a competitive advantage.**

- Identify the **attitudes required in different situations.**

- Use the **powerful online tools** to develop team cooperation and leadership skills.

Test PACE vs Psychometric Test

Psychometric tests: old and easily falsifiable models

- **The models date back to 90 years ago**, at the dawning of human personality studies when the scientific analysis capability was different and, above all, people were different.

- They **are extremely easy to fake** because the questions should be answered by a choice among pre-formulated statements where different levels can be distinguished (I slightly agree, I very much agree, etc.).

- They are **much more difficult to be accepted** by the people tested because they give a judgment on the person.

PACE: a reliable and complete Assessment

- PACE is a test **born from a twenty-year research experience** in organizational consulting and analysis of the most important l**eadership and team building** models.

- It is **an immediate way** to assess **people's attitudes in interacting within a group**: their inclination to ensure high level of performance, the ability to build relationships keeping them stable, work for the continuous improvement of the organization and correctly perform the tasks assigned to them.

- It is **a software tool** that allows to analyze the test data and compare them with the self-assessment of people and the assessment performed by the assessor so as to have **complete, reliable and really useful information**.

- PACE is **a complete system and integrated with the other solutions provided by Exagogica** to manage and develop human capital.
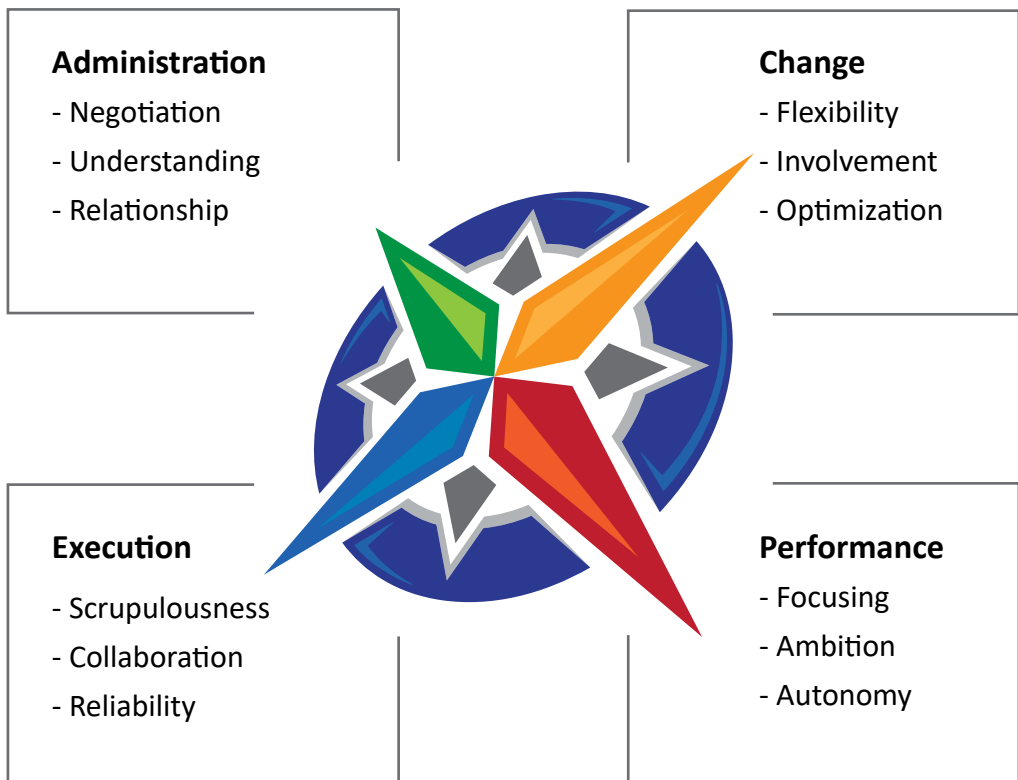
Drive, attitudes and features

A detailed analysis of the potential of everyone

It is a test analyzing the attitudes and values of the person in relation to the participation and the management of **a work team within an organizational structure**. It analyses 12 various indicators grouped into 4 areas:
Performance, Administration, Change, Execution.

- **Scope:** Leadership and Teamworking.
- **Number of questions:** From 36 to 60 short stories to which assign the end.
- **Test duration:** 30/60 minutes.
- **Individual Report:** Standard Report (12 pages); Standard report with methodological notes (33 pages); Summary Report.
- **Analysis system:** PACE Team.

Administration

- Negotiation
- Understanding
- Relationship

Change

- Flexibility
- Involvement
- Optimization

Execution

- Scrupulousness
- Collaboration
- Reliability

Performance

- Focusing
- Ambition
- Autonomy

Distribution of the Test

A simple and immediate system

PACE personal test is provided online through the web portal:
www.exagogica.com.

The test can be performed in a single session, or subdivided
into its 4 sections.

Once the test has been completed, the user can provide a feedback,
highlighting the major deviations from his/her own self-perception.

This self-assessment will be an element of the overall assessment
in the **Pace Team system**.

Detailed reports

Detailed report to start a personal development path

At the end of the test, the system presents **three different individual reports**: the **complete report** downloadable both in the **standard version** (12 pages) and **with the addition of the methodological notes** (in this case the complete document consists of 33 pages) and a **Summary report**.

Moreover, you can also download the partial report related to each Drive.

All reports are available and accessible on Exagogica website until the end of the twelfth month from the activation date of the test.

PACE: a complete method

A modular system as well as integrated with the other solutions provided by Exagogica to effectively manage human capital.

PACE is not just an online tool for analyzing attitudes and values of a person, **it is also a complete method for managing the assessment of the organization's resources in relation to a specific job position**.

The team manager has at his disposal features and tools for the complete management of all the activities related to the assessment and development of people. The "Assessment Team Management" system actually is a version of the **Exagogica Panoptikon platform**, on which numerous modules and extensions are available allowing a **360° human resources management**.

Tools and functionalities

The access to the system is performed within Exagogica environment, that can be reached through the **exagogica.com** website or the link: **app.exagogica.com**. Once you log in, you can access to the home page of the system.

Team Manager Profile

The **Team Manager can manage the tests and the subsequent calibration** of his team members through numerous tools and functionalities.

1. Assessment activities and competence mappings

The assessor, through the PACE Manager profile, can insert his own evaluation and have **a complete and in-depth analysis of the person examined**, also thanks to the self-assessment results.
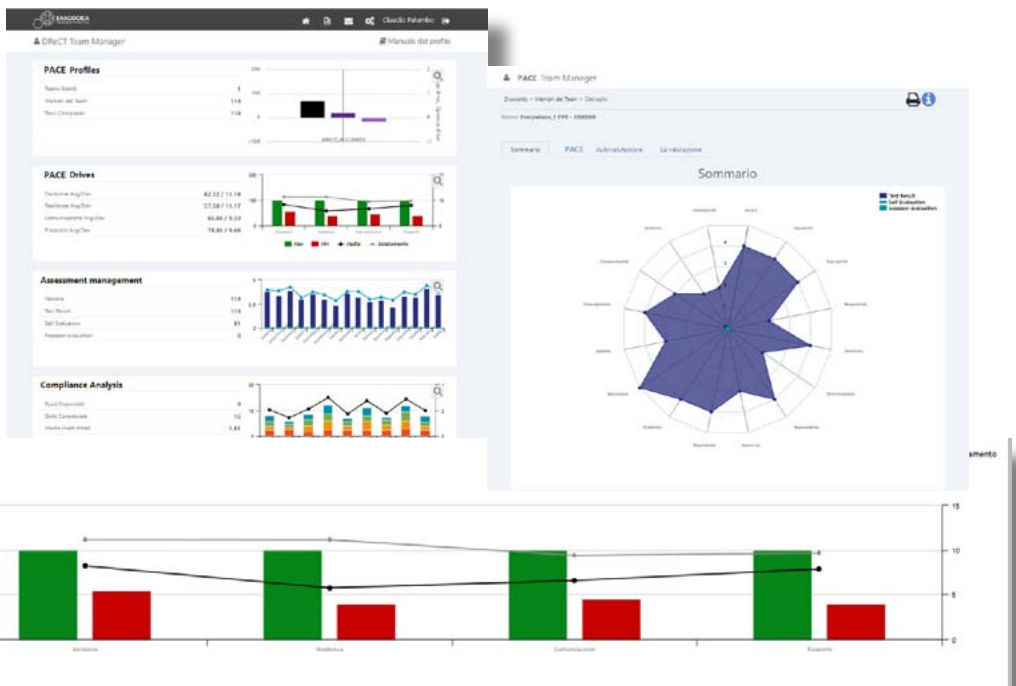
2. Assessment Processes

The system provide **comparison tools**, particularly useful for identifying those who have specific characteristics and who stand out if compared with the other members of the same group.

3. Organisational climate analysis

The **analysis tools** of the system are useful for **highlighting general trends within teams** and preparing improvement actions.

4. Training requirements analysis

The Skill Level Diffusion tool allows **to analyze the development level of skills and attitudes** in the whole group examined.

Let your **business grow** through **our solutions**.

EXAGOGICA

Squeezing out the best of you